

## **How many events were held?**

- 72 Cert Series Workshops
  - 36 During Fall 2022
  - 36 During Spring 2023
- 34 Hours of Professional Development Workshops for Facilitators
  - Fall 2022
    - One 6-hour PD workshop
    - Five 2-hour PD workshops
  - Spring 2023
    - One 6-hour PD workshop
    - Three 4-hour workshops
- 11 Hours of Social & Team Bonding Activities
  - Fall 2022
    - Four 2-hour social events
  - Spring 2023
    - Three 1-hour social events
- 2023-2024 New Staff Kickoff
  - 2-hour Intro Training

## **How many participants?**

- 19 participants completed workshops in Fall 2022
- 35 participants completed workshops in Spring 2023

## **When were they?**

- Fall 2022 → Week of Sept. 19 through Week of Nov. 14
  - Discovery Leadership → Mondays from 6:00-8:00pm
  - Emotionally Intelligent Leadership → Mondays from 6:00-8:00pm
  - The Student Leadership Challenge → Tuesdays from 7:00-9:00pm
  - Impact Delta → Thursdays from 6:00-8:00pm
  - PD Workshops
    - 9/3 from 10:00-4:00pm
    - 9/21, 10/5, 10/19, 11/2, 11/16 from 6:00-8:00pm
- Spring 2023 → Week of Jan. 30 through April 3
  - In-Person Emotionally Intelligent Leadership → Mondays from 6:30-8:30pm
  - Virtual Emotionally Intelligent Leadership → Mondays from 6:00-8:00pm
  - The Student Leadership Challenge → Tuesdays from 6:30-8:30pm
  - Discovery Leadership → Wednesdays from 6:00-8:00pm
  - PD Workshops
    - 1/21 from 10:00-4:00pm
    - 2/19, 4/2, 4/23 from 12:00-4:00pm
  - New Staff Kickoff
    - 4/23 from 4:00-6:00pm

## What were the training topics

- Fall 2022
  - [Six-Hour Kickoff Training](#)
    - Facilitation 101: Being an Effective Facilitator
    - Setting Group Norms & Expectations
    - Individual Goal Setting
    - What Animal Are You Personality Inventory (uses DISC as a backbone)
    - Meeting Expectations of the Role
  - Workshop Overviews & Practice
    - Time to Further Review Curriculum & Practice Elements of the Sessions
  - [Who Are We? Identity Workshop](#)
    - Reminder of Group Norms
    - One Thing You Can't Tell About Me teambuilder activity
    - What's In a Name
    - Social Identity Wheel
    - Who's In the Room Activity
  - [Self-Care As Student Leaders: Finding the Balance](#)
    - Meditation
    - Prioritizing Our Time
    - Work Appreciation Languages
    - Realms/Types of Self Care
      - Emotional
      - Physical
      - Social
      - Spiritual
    - How Do We Spend Our Time: Making Weekly Schedules
  - [Microaggressions Workshop](#)
    - Defining Microaggressions
    - History of the Term
    - Taxonomy of Microaggressions
    - If Microaggressions Happened to White People MTV Decoded Video
    - Strategies for Responding to Microaggressions
    - Microaggression Case Studies
    - No. You Cannot Touch My Hair TedX Talk | Mena Fombo
  - Clifton StrengthsQuest
    - Trisha Facilitated
  - [Designing Effective and Engaging Presentations](#)
    - CRAP Principles
      - Contrast
      - Repetition
      - Alignment
      - Proximity
    - Universal Design

- 10-20-30 Rule
  - [Finals Week Blues](#): Taking Care of Ourselves During Finals
    - Pomodoro Technique
    - Study Habits
    - Places to Study
    - Writing Out Schedules → Planning Ahead
- Spring 2023
  - [Six-Hour Kickoff Training](#)
    - Spaghetti & Marshmallow Tower Team Builder
    - Facilitation & Presentation Design Review
    - General Facilitation Tips & Tricks: 8 Ideas to Help Your Facilitations Shine
    - Review of Expectations & Supervision
    - Group Adaptability Exercises
    - 15 Minute Prep Presentations
    - Review Jeopardy
  - [February Training](#)
    - Meditation & Grounding Practice
    - Presentation Karaoke
    - Storytelling Exercises
    - Cup Stacking Challenge Team Builder
    - Gardner's Multiple Intelligences
    - Job Search Boosts
  - [April Training](#)
    - Meditation & Grounding Practice
    - Review of Goals & Supervision Agreements
    - Networking 101
    - Facilitating with Silence
    - Team Challenge
    - Creating Facilitation/Transition Guides
  - [Last Training](#) 😞
    - Cold Networking
    - Superlatives
    - How to Prepare for Interviews
    - Validation Circle
    - Year in Review & Experience Feedback

### **What changes do you want to make?**

- Full review and update of the Impact Delta curriculum before offering it as a workshop again
  - Many of the activities need to be updated so they are more relevant to today's student → everything was very out of date and the activities were not super flexible
- I want to update the branding and name of a couple of the workshops
  - EIL & Impact Delta logos cohesive with the Discovery and Challenge logos

- Impact Delta name change to something that captures more of what it actually is (and maybe has the work leadership in it somewhere to help with the cohesiveness)
- Assessment of the programs
  - Creation of a pre- and post-test for the workshop to test if they are retaining information from the workshops → NOT intended to be a measure of if they get the certification or not; focus is to track effectiveness of our facilitation
  - As part of the post-test (or separate) have a brief survey similar to the SETs.
- Instituting a stricter attendance policy for workshops
  - Students can only miss one workshop regardless of the reasoning and communication with the facilitators
  - Exceptions can be made if students need accommodations; make sure that the facilitators mention that if the strict attendance policy does not sound like something they can make work, they need to let them – and me! – know asap.
- Workshop Registration Process
  - New form for ease of placements and processing on the back end
  - Stricter about placement into workshops; particularly with the Challenge
    - With the Challenge: participants need to be in an organization, but they should not all be from the same organization
- Someday I want there to be better options for times of the workshop.
  - Not only evening time blocks that go throughout dinner
- Bring the Idea of “My Multiple Identities” to life like Casey wanted
  - I would likely focus more on Intercultural Leadership. I think that would make a great option for another workshop
- Creation of a New “Workshop” With Mini Certificate
  - One time workshops that pull from topics within the Cert Series workshops (similar to Let’s Talk Leadership but run through Cert Series).
  - Workshops offered every other week for 8 weeks
    - To get the mini certificate, participants need to attend at least four workshops. Can pick and choose the topics to build their own mini workshop.

## **Planning ahead for next year...**

- Training topics
  - Pull a lot from what we did throughout the 2022-2023 academic year
  - New Topics
    - Heavier focus on an overview of each workshop
    - Practice facilitating more → mostly new staff so I can’t rely on returners
    - How to build relationships with their participants
    - How to take the temperature of the room
      - Do they use pairs/small groups/large groups/discussions, etc.
      - Thinking on the spot
    - Modifying activities on the fly – Adaptability

- Need to find someone who might be able to facilitate this
- Effective debriefs
- Emotional intelligence
- How to delegate/work as efficiently as possible
- Time management
- Psychology of teaching & leadership
- How to get participant engagement
- Public speaking skills & Practice
- Student engagement and retainment
- How to give clearer instructions when explaining activities
- Building confidence as a leader/fighting imposter syndrome
- Conflict management
- Job skills
  - Negotiating salary
  - Interviewing
  - Etc.
- Workshop numbers
  - Optimistic that we can at least increase our numbers for students who complete the workshop. Pretty impressed that we almost doubled between fall and spring though.
  - Plan is to have more intentional tabling at the Involvement Fair and I want to get my facilitators at a table in the Union this fall.
- Supervision of Staff
  - Stricter deadlines for getting all three 1:1 meetings scheduled throughout the semester. We tried this with deadlines but I dropped the ball a little bit with reminders and such. Need to find a way to more clearly communicate reminders in general without repeating it endlessly.
  - Institute the self-evaluation process like Sarah started. Get them reflecting on their position and also establishes a process for us to evaluate them – and ask them not to come back for the next semester if necessary.
  - Overall, I need to find a better balance between being firm and flexible. I made it too easy for my staff to take advantage of my willingness to be flexible and in turn, staff didn't always follow through and complete tasks appropriately.